

**Core Competency 2:
Assure organizational accountability**

Description:

Direct the process for collecting ongoing feedback and assessing long-term outcomes; model self-accountability through words and actions.

Rationale:

Jail leaders are ultimately accountability to the public, the inmate population, and those both above and below them in the chain of command. This includes identifying, collecting, analyzing, and disseminating the data and information needed to assure accountability in a transparent method that provides a “report card” for stakeholders.

Requires knowledge of:	Requires skills in:	Requires ability to:
Organizational vision, mission, and values	Determining how to measure achievement of the organizational vision/mission	Identify outcome measures
Relevant data and information (e.g., jail operations, budget, staffing, inmate population, etc.)	Identifying and collecting relevant data and information in usable format	Operationalize outcome measures
Evaluation and accountability strategies	Establishing a plan that will yield desired information Analyzing and disseminating relevant data and information Getting formal and informal feedback through a variety of approaches	Analyze Evaluate impartially Be consistent Be a good role model
What key indicators stakeholders need to know to form an accurate assessment (i.e., the jail’s “report card”)	Articulating outcome measures to staff and stakeholders Using evidence-based outcomes to guide decision-making and resource allocation Implementing changes as indicated by outcome results to ensure accountability, (both individually and organizationally)	Analyze and prioritize Evaluate impartially Be honest and forthright